LABOR ORGANIZATIONS

National Labor Relations Board, Rosemary M. Collyer, General Counsel

Air Line Pilots Association, John Mazor, Director of Communications

The Air Line Pilots Association is opposed to random tests for airline pilots primarily because no accidents of scheduled U.S. airliners have been linked to pilot substance or drug abuse. He approves of drug testing after an accident, on probable cause and during the course of a rehabilitation program.

Amalgamated Clothing and Textile Workers Union

Not familiar with smoking as a privacy issue, but union members have expressed a lot of concern about drug testing in the workplace. Union members see drug testing as more of an invasion of personal rights than smoking restrictions in the office (no one has heard of 24-hour smoking bans).

Interestingly enough, the union is just now grappling with the drug testing issue. They've just formed a committee to investigate ways to address the issue without violating personal rights. This committee should be putting out an issue paper in the next few months. Unofficially, the union folks admit testing is OK for people in other industries (like transportation), but feel there are better ways to combat drug use (like trained supervisors, set policies etc.).

AFL-CIO, John Zoresky, economist with Research Dept.

Mr. Zoresky's position is that drug testing programs are instituted to detect on the job impairment and that even though testing detects off the job drug or alcohol use, it is a fairly reliable indicator of probable drug use on the job. Having said that, he did state that his union strongly favors rehabilitation for those employees identified as drug or alcohol abusers. The AFL-CIO has arbitrated cases where employers provide the results of drug tests but employers have no access to the laboratory where the work was performed.

American Federation of State, County and Municipal Employees, Jordan Barab, health specialist with the Research Dept.

Mr. Barab stated that the subject of off-hours activities has not been an issue for the union. His view is that workplace accommodations among smokers, nonsmokers and management will be the next issue for the union, with the rights of smokers and nonsmokers being protected.

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Source: https://www.industrydocuments.ucsf.edu/docs/zncl0000

American Federation of Government Employees, Dianne Shilders, Legislative Department

AFGE has taken a litigious position toward drug testing and would probably take an active role in protecting the privacy rights of its membership with the caveat that union members who are nonsmokers must also have their interests protected.

American Federation of Teachers

AFL-CIO

Food and Allied Services Trades Dept. was involved in fighting polygraph testing (Jay Harvey, Legislative Director -- Robert Harbrandt, President)

American Nurses Association

International Brotherhood of Teamsters, Mr. Vernon McDougall, Safety and Health Representative.

The Teamsters represent workers in several transportation industries including airline, trucking, rail and mass transportation. As such, they have fairly strict self-imposed guidelines and have had a drug-testing program in force since 1984 for truckers. The union has specially trained grievance committees to handle drug-testing cases and concerns itself with the integrity of the testing process including truly random testing, the quality of the kit before the test was taken and quality control at the testing laboratories. Interestingly enough, Mr. McDougall intellectually conceded the point that drug testing was really an indication of off-the-job activities but said that was a non-issue. He stated that "Inside the plant, there is no such thing as confidentiality."

International Ladies Garment Workers Union

Nine to Five, National Association of Working Women (in Cleveland)

United Auto Workers

United Mine Workers of America, Mr. William Samuel, Legislative Representative

The United Mine Workers has arbitrated cases where laid off mine workers who have been recalled to work have been drug-tested, which the union frowns upon as a weeding out process. Additionally, mine workers on safety committees who investigate and report safety violations have been targets of drug testing which is not looked upon favorably by the union.

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Source: https://www.industrydocuments.ucsf.edu/docs/zncl0000

BUSINESS GROUPS

National Association of Manufacturers, Mr. Pete Lunnie, Director of Employee Relations

His view is that his association would handle the matter of regulation of smoking during off hours similarly to the way the drug testing issue was handled.

U. S. Chamber of Commerce, Mr. Mark deBernardo, Director of Labor Law and author of *Drug Abuse in the Workplace: An Employer's Guide for Prevention*

Mr. deBernardo was interested in seeing a copy of this paper when completed. He was opposed to discrimination against smokers in the workplace and the screening of smokers for employment. He favored drug testing for employees in safety-sensitive occupations where "necessary and appropriate."

Lewis Maltby, Vice President, Drezelbrook Controls, Horsham, Pa.

Author of AFSME article critical of drug testing on two grounds: high error rates and little reliable correlation with on-the-job performance.

ORGANIZATIONS EXPRESSING INTEREST IN A WHITE PAPER ON PRIVACY ISSUES

Donna Richardson, Legislative Affairs Representative, American Nurse's Association

Ms. Richardson went over drug testing legislation. Interestingly enough, when privacy was mentioned early in the interview, she came back to the subject and expressed an interest in seeing a final copy of the paper.

Mark deBernardo, Director of Labor Law, U.S. Chamber of Commerce.

Mr. Vernon McDougall, International Brotherhood of Teamsters.

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Source: https://www.industrydocuments.ucsf.edu/docs/zncl0000

1987 CDC SURVEY ON SMOKERS BY OCCUPATION AND GENDER

High Male

Painters: 55.1%
Truck Drivers: 53.6%
Unemployed: 53.1%
Construction Laborers: 53.0%
Carpenters: 50.8%
Auto Mechanics: 50.5%
Guards and Watchmen: 50.5%
Janitors and Sextons: 49.8%
Assemblers: 48.7%
Electricians: 48.3%
Sales Reps -- Wholesale: 48.1%

Low Male

Electrical Engineers: 16.2%
Lawyers: 21.9%
Secondary School Teachers: 24.9%
Accountants: 26.8%
Real Estate Agents: 28.1%
Farmers: 28.1%

High Female

Waitresses: 51.1%
Cashiers: 44.2%
Assemblers: 42.9%
Nurses Aides, Orderlies: 41.0%
Machine Operatives: 41.0%
Packers (non-meat/produce): 40.0%
Unemployed: 39.6%
Inspectors, Manufacturing: 39.3%
Managers, Administrators: 38.0%
Hairdressers, Cosmetologists: 37.4%

Low Female

Elementary School Teachers: 19.8%
Food Service Workers: 24.6%
Secondary School Teachers: 24.8%
Bank Tellers: 25.7%
Sewers, Stitchers: 27.2%
Registered Nurses: 27.2%
Child Care Workers: 28.9%

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Source: https://www.industrydocuments.ucsf.edu/docs/zncl0000

OPPONENTS

Action on Smoking and Health

American Lung Association

American Cancer Society

Coalition for Smoking or Health

Group Against Smoking Pollution

American for Nonsmoking Rights

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